



Oregon State University

**Department of
Public Safety**

Transition Plan for Success

Building on more than 150 years as Oregon’s land grant institution, Oregon State University serves the state, the nation, and the world as a premier 21st-century research university.

MISSION—As a land grant institution committed to teaching, research, and outreach and engagement, Oregon State University promotes economic, social, cultural and environmental progress for the people of Oregon, the nation and the world.

We will be welcoming communities and foster belonging and success for all. We are a diverse community, defined by the rich palette of cultures we share and strive to eliminate achievement gaps among students and any inequities in the advancement of faculty and staff. We foster the personal success of each member of the university community and instill a commitment to serve Oregon, the nation, and the world.

OSU is building an organizational culture founded on the values of inclusion, mutual respect, good physical and mental health, collaboration, and humility so that people from every background are welcomed and thrive here. Our community is diverse, and our leadership advances inclusive excellence and innovation.

The OSU Department of Public Safety supports and emulates the mission, core values, and goals of the university as outlined in Strategic Plan 4.0 by providing public safety services throughout the university for students, faculty, staff, and visitors that facilitate Oregon State University’s educational, research and community service goals. The department provides these services with the highest standards of inclusivity, transparency, and accountability.

These objectives are just the beginning of actions the Department of Public Safety will accomplish on the Corvallis campus by being a transparent, accountable, and professional public safety and law enforcement department. Our dedication to the university will require continuous improvement.

1. Changing the department of public safety culture

- We shall focus on strong customer service through fostering a culture of professionalism and accountability as we strive to become a global leader in campus public safety.
- We will listen with empathy, collaborate as a team, provide options for resolution, be accountable, act with integrity, and project a professional image in attitude, appearance, attendance, and punctuality,
- We will focus on supporting the success of all students and will employ restorative justice to the utmost extent.
- We pledge to adopt best practices in service to the university community.
- We are committed to diversity and inclusivity.
- We respect the university community.
- We are accountable for our actions and commit to build and sustain a trusting working relationship with our community.
- We consider ethical behavior to be the cornerstone of achieving and sustaining public trust.
- We believe the quality and distinction of our actions will make the Department of Public Safety an essential partner within the university community.
- We will contribute to society's intellectual, cultural, environmental, economic progress, and well-being to the maximum possible extent.

2. Recruitment

- The Department of Public Safety will recruit employees who are committed to the core values, principles, and expectations of Oregon State University
- Recruitment includes a rigorous selection process to include:
 - High standards.
 - University community engagement.
 - Interviews that include questions on diversity, inclusion, and university values.
 - Medical evaluations, including a psychological evaluation that aligns with law enforcement best practices for hiring.
 - An extensive background investigation, which reviews employment, disciplinary and complaint background, internal affairs investigations, professional references, personal references, and neighborhood canvassing.
 - A probationary period for lateral and non-lateral sworn officers

3. Training

- The Department of Public Safety will develop an officer-training plan in collaboration with OSU's Office of Institutional Diversity (OID) regarding matters of social justice, bias response, restorative practices, and racial tensions in policing.
- We will engage OSU faculty, staff, and expert community member to support training that reflects OSU core values.
- Training will meet or exceed state requirements and comply with the International Association of Campus Law Enforcement Administrators accreditation (IACLEA) requirements.
- Training will include content on:
 - Mental illness and crisis intervention.
 - Use of force with an emphasis on de-escalation.
 - Fair and impartial policing.
 - Ethics-procedure justice specified in 21st-century community policing guidance.
 - Conflict resolution and management.
- Training requirements, policies, and procedures will be made available to the public to support transparency

4. Accountability and Transparency

- Law enforcement officers will wear and properly use body-worn cameras while on patrol.
- Body-worn cameras will record all officer encounters with individuals to ensure officers' interactions are professional and appropriate.
- The department will conduct extensive investigations into complaints and use of force incidents if any.
- Annual reviews will be conducted to examine complaints, traffic stops, person stops, and use of force incidents, if any, to determine if there is a concerning pattern or trend involving an officer.
- The department will start the process of seeking accreditation through the International Association of Campus Law Enforcement Administrators (IACLEA)
- Accreditation requires compliance with over 400 industry best practices and standards for a professional law enforcement agency.
- The department will set and communicate clear expectations for the entire department on how we move forward.
- We shall conduct extensive yearly evaluations and develop measurable goals, which are consistent with our mission to build a system to ensure greater effectiveness, efficiency, and accountability to achieve results.

5. The Department of Public Safety Engagement and Inclusion Manager

- The department will employ a department representative in community outreach, policy development, recruitment, and other strategic goals.
- The Chief of Public Safety and the Engagement and Inclusion manager will help foster a culture of respect and equality in which all students and employees can prosper without fear of discrimination and will:
 - Enhance current partnerships and build new connections that further unify our internal and external communities.
 - Increase officers' capacity to respond to individuals with different expectations, needs, or abilities.
 - Actively participate in campus initiatives working toward a more diverse and inclusive OSU.
 - Develop and implement programs and initiatives to foster positive relationships between public safety and the OSU community.
 - Deliver effective education and outreach programs to public safety staff and the OSU community.

6. Community Oriented Results and Expectations (CORE)

- CORE will provide an open community forum for reviews and conversations regarding DPS policies, strategic goals, and how the department can address the needs of the university community.
- This committee will be composed of students, faculty, and staff to represent the university community. The committee shall address issues and problems through a cooperative effort, and review university community needs and concerns, expectations, and responses relative to public safety services, quality of life issues, and community-oriented policing.
- CORE guiding principles will provide:
 - Ability to build community trust, transparency, and support.
 - Policy and procedure recommendations and forums.
 - Recruitment and training.
 - Forum for community policing and crime reduction opportunities.
 - Crime prevention and safety.

7. Implement a Public Safety Oversight Group

- To enhance the public's trust that complaints of misconduct against departmental employees are reviewed fairly and thoroughly, are transparent, and ensure that the OSU community has a voice and accessible means to the complaint process.
- More information about the oversight group will be provided in the near future.